Event Details

PeopleSoft Strategic Sourcing Event ID Type Page Format 32110-0000010868 Sel1 RF> **Event Round** Version **Event Name** Headsets and Headset Accessories **Finish Time** Start Time

US Dollar **Event Currency:** Bids allowed in other currency: No

Bidder: **PUBLIC EVENT DETAILS**

Submit To: General Services - CPO

312 ROSA L PARKS AVE

3rd Floor

NASHVILLE TN 37243

United States Contact: Richard Kotler Phone: 6152534723.

richard.kotler@tn.gov Fmail:

Event Description

04/02/2019 08:00:00 CDT

The purpose of this solicitation is for the State of Tennessee to secure a contract for Headsets and Headset Accessories. This will be an initial term of two (2) years with three (3) one (1) year option renewals beginning on May 1, 2019.

04/10/2019 14:00:00 CDT

Statewide Contract: The purpose of this Contract is to provide sources of supply that can ensure the timely delivery of headsets and accessories from qualified manufacturers for the State of Tennessee and other Authorized Users. It is the intent of this Contract that the Contractor provides for those services and equipment delineated in the Specification.

Responses Due: The response must be received by the State on or before the date and hour designated for the response opening. Responses that are submitted untimely shall be rejected. Responses are due by the following: Wednesday April 10, 2019 by 2:00pm CT.

Responses Submitted by Mail: If submitting a response by mail: (1) all prices must be typed or written in ink on the "Line Details" portion of this ITB; (2) any corrections, erasures, or other alterations to prices must be initialed by the respondent; and (3) the response shall be manually signed by the respondent in ink. Each individual response must be returned in a separate envelope package or container and must be properly labeled on the outside referencing the applicable event number and the response opening date. Responses should be mailed in a properly labeled sealed envelope to the following address: Department of General Services, Central Procurement Office

Attn: Bidder Services 3rd Floor, William R

Snodgrass, Tennessee Tower

312 Rosa L. Parks Avenue Nashville, TN 37243-1102.

Failure to comply with these requirements may result in rejection of the response.

G Q

p

| eneral Questions | | | | |
|---|-----|------|-------|----------|
| uestion | UOM | Best | Worst | Response |
| idder shall enter the percent from their catalog or | | | | |
| rice list prices. Example: 10%. Enter the | | | | |
| ercentage discounts on the evaluation Model | | | | |
| - | | | | |
| Required: No Mandatory Response No | | | | |
| • | | | | |
| Response Comments | | | | |
| - | | | | |
| | | | | |

| PeopleSoft Strateg | gic Sour | cing | | _ | | | |
|---|--|---|-------|------|------------------|--|----------|
| | Format | Туре | Page | | Bidder: | PUBLIC EVENT DETAILS | |
| Event Round | Sell Version 1 | RFx | 2 | | Submit To: | General Services - CPO 312 ROSA L PARKS AVE | |
| Event Name | | | | | | 3rd Floor | |
| Headsets and Headset | Accessori | | | | | NASHVILLE TN 37243 United States | |
| Start Time 04/02/2019 08:00:00 C | DT | Finish Time 04/10/2019 14:00:00 | 0 CDT | | Contact: | Richard Kotler | |
| Event Currency: Bids allowed in other c | | US Dollar | | _ | Phone: Email: | 6152534723. richard.kotler@tn.gov | |
| Question | | | UOM | Best | V | Vorst | Response |
| Is there an evaluation mo | odel? | | | Yes | | | |
| Required: Yes Mand | latory Resp | onse N o | | | | | |
| Response Comme | ents | | | | | | |
| | | | | | | | |
| Iran Divestment Act. By each respondent and each any bidder certifies, and response each party ther organization, under penabest of its knowledge and not on the list created put 12-12-106. | ch person s in the case reto certifies Ity of perjur d belief that | igning on behalf of of a joint s as to its own y, that to the each bidder is | | Yes | | | |
| Required: Yes Mand | latory Resp | onse:Yes | | 100 | | | |
| Response Comme | | | | | | | |
| | | | | | | | |
| Authorized Users: Local Institutions of Higher Edu Non-Profit Agencies | | | | | | | |
| The purpose of this Invitato establish a source or state agencies, local gov geographic limits of the Sprivate nonprofit institution chartered in Tennessee, exempted from taxation to 501(c)(3) as amended and Department of Mental Hestervices or the Department Developmental Disabilities public (Tenn. Code Ann. contract will be open to the letter is attached to your Central Procurement Offithis allowance. | cources of sernmental ustate of Ten of higher and any counder 26 U. and which coealth and Suent of Intelles to provides 33-2-100 nese govern bid, addres cer, reques | supply for all units within the nessee, any education rporation which is S.C. Section ntracts with the ubstance Abuse ectual and e services to the 1). The resulting nments unless a sed to the ting exemption to | | | | | |
| Purchases by local gover institutions of higher educ corporations are encoura agencies, private instituti corporations. | cation, and ged but are | authorized e optional with those | | | | | |

Yes

Required: Yes Mandatory ResponseNo

Note: If "no", attach exemption request addressed to the Central Procurement Officer.

| PeopleSoft Strat | | ırcing | | | |
|---|-----------------------|---|--------------------------------------|--|--|
| Event ID | Format | Type | Page | Bidder: | PUBLIC EVENT DETAILS |
| 32110-0000010868 Event Round | Sell Version | RFx | 3 | Submit To: | General Services - CPO 312 ROSA L PARKS AVE |
| Event Name | | | | | 3rd Floor |
| Headsets and Headse | et Accesso | | | | NASHVILLE TN 37243 |
| Start Time 04/02/2019 08:00:00 |) CDT | Finish Time 04/10/2019 14:00:00 | ODT. | Contact: | United States Richard Kotler |
| 04/02/2019 08:00:00 | CDI | 04/10/2019 14:00:00 | CDI | Phone: | 6152534723. |
| Event Currency: Bids allowed in other | currency: | US Dollar No | | Email: | richard.kotler@tn.gov |
| | | | | | |
| | | | | | |
| Response Comr | ments | | | | |
| | | | | | |
| Associated Terms: | Λ th i | rad Haara Thia Cautro et aat | -h!:-h | | Committee all Tanagage Chata America |
| | "Tennes | see State Agency" refers to | the various de | rce or sources of partments, institu | supply for all Tennessee State Agencies. utions, boards, commissions, and agencies of the |
| | executiv 0690-03 | re branch of government of t 3-0101. The Contractor sha | he State of Ter Il provide all go | nnessee with exc oods or services | reptions as addressed in Tenn. Comp. R. & Regs. and deliverables as required by this Contract to |
| | all Tenne | essee State Agencies. The C | Contractor shal | II make this Cont | ract available to the following entities, who are |
| | authoriz all Tenne | ed to and who may purchase essee State governmental e | e off of this Stantities (this inc | atewide Contract ludes the legislat | ("Authorized Users"): iive branch; judicial branch; and, commissions |
| | Tenness member | ords of the State outside of the see local governmental agen is of the University of Tennes | cies; ssee or Tennes | ssee Board of Re | egents systems; |
| | any priv | ate nonprofit institution of high | gher education | chartered in Ter | inessee; and, |
| | | · | | | Section 501(c)(3), as amended, and which contracts |
| | with the 33-2-10 | | h and Substan | ice Abuse to prov | vide services to the public (Tenn. Code Ann. § |
| | These A | authorized Users may utilize | this Contract b | y purchasing dire | ectly from the Contractor according to their own |
| | procurer Contract | ment policies and procedure tor and Authorized Users.No | s. The State is te: If "no", atta | not responsible ach exemption re | or liable for the transactions between the quest addressed to the Central Procurement Officer. |
| I (we) agree to strictly terms contained in the | rules of the | Department of | | | |
| by reference made a p special terms, conditio in the invitation to bid. | art hereof, i | | | | |
| IMPORTANT: By Select | | | | | |
| compliance with the ab | ove and fur | ther certifies that | V | | |
| this bid is made withou Required: Yes Ma | | | Y | es | |
| Response Com | _ | -F | | | |
| veshouse coun | IICIIIO | | | | |

| PeopleSoft Strate | | ing | | _ | | | |
|---|---|---|----------------|---------|-------------|-----------------------------------|-------------------|
| Event ID 32110-0000010868 | Format Sell | Type RFx | Page 4 | | Bidder: | PUBLIC EVENT DETAILS | |
| Event Round | Version | ITA | | | Submit To: | 312 ROSA L PARKS AVE | |
| Event Name Headsets and Headset | t Accessorie | | | | | 3rd Floor NASHVILLE TN 37243 | |
| Start Time 04/02/2019 08:00:00 | CDT | Finish Time 04/10/2019 14:00:00 | СПТ | | Contact: | United States Richard Kotler | |
| | | S Dollar | 021 | _ | Phone: | 6152534723. | |
| Event Currency: Bids allowed in other | | | | | Email: | richard.kotler@tn.gov | |
| | | | | | | | |
| Question | | | UOM | Best | , | Worst | Response |
| Please complete the at Terms and Conditions of documentation regarding achieve diversity busine information must be sul- monthly thereafter until diversity business particular | document, and ng your compa ess participation bmitted with the a reasonable | attach all pertinent ny's efforts to n. This e bid document and evel of | | | | | |
| Confirm below that you | have complete | ed this attached | | | | | |
| form by choosing, "Yes" | ". | | | Yes | | | |
| Required: Yes Mar | ndatory Respo | nse:Yes | | | | | |
| Response Comm | nents | | | | | | |
| | | | | | | | |
| Please enter the number will expire from the bid | | your bid offer | | | | | |
| Required: Yes Mar | ndatory Respo | nseNo | | | | | |
| Response Comm | | | | | | | |
| | | | | | | | |
| Associated Terms: | Bid Offer E | xpiration cpiration date of your bid | d offer in the | space | provided on | this Invitation to Bid. A minimum | um period of |
| | thirty (30) d | ays from the bid closing | date is requ | uested. | The state s | hall have sixty (60) days to acc | cept the bid if a |
| | minimum pe | eriod is not stated. | | | | | |
| Bidder shall enter Cata | log Title and F | fective Date of | | | | | |
| Catalog Bid. | .og mound L | | | | | | |
| Required: Yes Mar | ndatory Respo | nseNo | | | | | |
| Response Comm | nents | | | | | | |

PeopleSoft Strategic Sourcing Event ID Туре Page Format 32110-0000010868 **Event Round** Version **Event Name** Headsets and Headset Accessories Finish Time **Start Time** 04/02/2019 08:00:00 CDT 04/10/2019 14:00:00 CDT

Event Currency: US Dollar

Bids allowed in other currency:

Question

Bidder: **PUBLIC EVENT DETAILS**

Submit To: General Services - CPO

312 ROSA L PARKS AVE

Response

3rd Floor

NASHVILLE TN 37243

United States Contact: Richard Kotler Phone: 6152534723.

richard.kotler@tn.gov Fmail:

Worst

| | | • |
|---|--|---|
| Please answer yes or no to the following. If "yes", | | |
| describe using additional pages and attach to the | | |
| Response including any relevant details: | | |

Best

UOM

- (a) is the Respondent presently debarred, suspended, proposed for debarment, or voluntarily excluded from covered transactions by any federal or state department or agency;
- (b) has the Respondent within the past three (3) years, béen convicted of, or had a civil judgment rendéred against the contracting party from commission of fraud, or a criminal offence in connection with obtaining, attempting to obtain, or performing a public (federal, state, or local) transaction or grant under a public transaction; violation of federal or state antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property;
- (c) is the Respondent presently indicted or otherwise criminally or civilly charged by a government entity (federal, state, or local) with commission of any of the offenses detailed above; and
- (d) has the Respondent within a three (3) year period preceding the contract had one or more public transactions (federal, state, or local) terminated for cause or default.

Required: Yes Mandatory Response No

| R | esponse Comments | | | |
|---|------------------|--|--|--|
| | _ | | | |
| | | | | |
| | | | | |

No

The bidder shall indicate whether or not they plan to sub-contract

No: The bidder does not anticipate using a sub-contractor at this time and agrees to submit a request to subcontract during the contract period prior to using a subcontractor.

Yes: The bidder shall list the subcontractor(s). Attach list of additional subcontractors to the bid, please include the following for each.

List the Sub-Contractor's Name List the Sub-Contractor's Address List the Sub-Contractor's Contact Person List the Sub-Contractor's Phone Number

Required: Yes Mandatory Response No

PeopleSoft Strategic Sourcing Event ID Type Page Bidder: **PUBLIC EVENT DETAILS** Format 32110-0000010868 **Event Round** Version **Submit To:** General Services - CPO 312 ROSA L PARKS AVE 3rd Floor **Event Name** Headsets and Headset Accessories NASHVILLE TN 37243 **United States Finish Time Start Time** 04/02/2019 08:00:00 CDT Contact: Richard Kotler 04/10/2019 14:00:00 CDT Phone: 6152534723. **US** Dollar richard.kotler@tn.gov **Event Currency:** Email: Bids allowed in other currency: **Response Comments** Subcontracting Associated Terms: The Contractor shall not assign this Contract or enter into a subcontract for any of the goods or services provided under this Contract without obtaining the prior written approval of the Central Procurement Office. Notwithstanding any use of approved subcontractors, the Contractor shall be the prime contractor and shall be responsible for all work provided. List the Return Goods Policy: Required: Yes Mandatory Response No **Response Comments** Associated Terms: **Return Goods Policy** All costs associated with the return of goods for repair and/or replacement under warranty shall be done at the expense of the vendor/ contractor, unless otherwise specified. The bidder shall indicate below their standard return goods policy. If the bidder is not registered with the Secretary of State is Office, it will be given seven (7) business days to become registered or the bid will be rejected. Bidders Secretary of State issued I.D. Number Required: Yes Mandatory Response No **Response Comments** Associated Terms: Register with the Secretary of State's Office Prior to award and during the contract period, a corporation must be registered and be in good standing with the

Secretary of State's Office. The following is the contact information for the Secretary of State's Office: State of Tennessee, Department of State, Corporate Filings, 312 Rosa L Parks Avenue, 6th Floor, William R. Snodgrass Tower, Nashville, TN 37243-1102, email:. business.services@state.tn.us; website: http://www.tennessee.gov/sos/apd/index.htm

If the bidder is not registered with the Secretary of State's Office, it will be given seven (7) business days to become registered or the bid will be rejected.

| PeopleSoft Strate Event ID | Format | Type | Page | Bidder: | PUBLIC EVENT DETAILS | |
|--|---|---|------|--------------------|---------------------------------|--|
| 32110-0000010868 Event Round | Sell Version | RFx | 7 | Submit To: | General Services - CPO | |
| 1 Event Name | 1 | | | | 312 ROSA L PARKS AVE | |
| Event Name Headsets and Heads | et Accessorie | 2 | | | 3rd Floor NASHVILLE TN 37243 | |
| Start Time | CC ACCESSOTIC | Finish Time | | | United States | |
| 04/02/2019 08:00:0 | 0 CDT | 04/10/2019 14:00:00 | CDT | Contact: Phone: | Richard Kotler 6152534723. | |
| Event Currency: Bids allowed in othe | | S Dollar o | | Email: | richard.kotler@tn.gov | |
| Please attach docume registered with the De use tax, as stated in the are exempt, please prom the Department of exemption. | partment of Rev ne Terms and Co ovide a copy of | renue for sales and onditions. If you the communication | | | | |
| Required: Yes Ma | andatory Respon | nseNo | | | | |
| | ed to be edited | o satisfy this question online to include atta | | ses. | | |
| Technical Assistance Enter the name, addre | ess, and telepho | ne number of the | | | | |
| technician or service r provided below. | epresentative in | the space | | | | |
| List the Name of the T | echnician/Servi | ce Representative | | | | |
| List the Technician/Se | rvice Represent | ative Address | | | | |
| List the Technician/Se | rvice Represent | ative Phone Number | | | | |
| List the Technician/Se Phone Number | rvice Represent | ative Toll Free | | | | |
| List the Technician/Se Cell Number | rvice Represent | ative Pager or | | | | |
| List the Technician/Se Address | rvice Represent | ative Email | | | | |
| List the Technician/Se | rvice Represent | ative Website | | | | |
| Required: Yes Ma | andatory Respon | nse : No | | | | |
| Response Com | ments | | | | | |
| | | | | | | |
| A | Tachnical | Aggietanes | | | | |

Associated Terms:

Technical AssistanceThe vendor/contractor will furnish telephone technical assistance for the type of equipment or services requested within the time frame listed in the attached specifications following and without additional cost to the state.

Enter the name, address, and telephone number of the technician or service representative in the space provided below.

PeopleSoft Strategic Sourcing Event ID Type Page Bidder: **PUBLIC EVENT DETAILS** Format 32110-0000010868 **Event Round** Version **Submit To:** General Services - CPO 312 ROSA L PARKS AVE **Event Name** 3rd Floor NASHVILLE TN 37243 Headsets and Headset Accessories **Finish Time United States Start Time** 04/02/2019 08:00:00 CDT 04/10/2019 14:00:00 CDT Contact: Richard Kotler Phone: 6152534723. richard.kotler@tn.gov **Event Currency: US Dollar** Email: Bids allowed in other currency: Question **UOM** Best Worst Response The bidder shall indicate their standard warranty List the Standard Warranty Period Required: Yes Mandatory Response No **Response Comments Warranty Period** Associated Terms: Bidder shall indicate their standard warranty period Please list the following information regarding your company's contract administrator. List the Contract Administrator's Name List the Contract Administrator's Address List the Contract Administrator's Phone Number List the Contract Administrator's Toll Free Phone Number List the Contract Administrator's Pager or Cell Number List the Contract Administrator's Email Address List the Contract Administrator's Website Required: Yes Mandatory Response No **Response Comments** Associated Terms: Vendor Contract Administrator The bidder shall list their company's Contract Administrator. The Contract Administrator shall be the contact person for all questions regarding the contract. Note: The bidder can attach a list of alternate personnel to contact to

the bid.

| PeopleSoft Strat | egic Sour | cing | | | | |
|--|---|---|--------|------------------|---|----------|
| Event ID | Format | Туре | Page | Bidder: | PUBLIC EVENT DETAILS | |
| 32110-0000010868 Event Round 1 Event Name | Sell Version 1 | RFx | 9 | Submit To: | General Services - CPO 312 ROSA L PARKS AVE 3rd Floor | |
| Headsets and Headse | t Accessori | e s | | | NASHVILLE TN 37243 | |
| Start Time | C ACCESSOII | Finish Time | | | United States | |
| 04/02/2019 08:00:00 | CDT | 04/10/2019 14:00:0 | 00 CDT | Contact: | Richard Kotler | |
| Event Currency: Bids allowed in other | | US Dollar No | | Phone: Email: | 6152534723. richard.kotler@tn.gov | |
| Question | | | UOM | Best | Worst | Response |
| Will your company acc (P-Card) as a form of p Contract? | | | | Yes | | |
| Required: Yes Ma | indatory Resp | onse N o | | | | |
| Response Comi | | 01100210 | | | | |
| | | | | | | |
| A link to the Central Pr tool is included in the I you take a few short m The purpose of this su processes of the Centi capturing Vendor/Bidd comments on, the prod Procurement Office. Y anonymous, and will h the awarding of this pr to take the survey. https://www.surveymou | Event Attachm inutes to com rvey is to stree at Procureme er assessmen class put in pla four response ave no bearin ocurement, us | nents. We ask that plete this survey. Ingthen procurement office (CPO) by the sof, and actionable ace by the Central so will remain g or consideration in see link that follows | | | | |

Required: No Mandatory ResponseNo

Response Comments

PeopleSoft Strategic Sourcing
Event ID Format Type Page 32110-0000010868 Event Round 10 RFx Version **Event Name** Headsets and Headset Accessories Start Time Finish Time 04/02/2019 08:00:00 CDT 04/10/2019 14:00:00 CDT

Event Currency: US **Bids allowed in other currency:** No **US** Dollar

Bidder: **PUBLIC EVENT DETAILS**

General Services - CPO Submit To:

312 ROSA L PARKS AVE

3rd Floor

NASHVILLE TN 37243

United States Richard Kotler Contact:

6152534723. richard.kotler@tn.gov Phone: Email:

| Line Details | | | | | | |
|--|---------------------|--------|------|-------|----------|---------|
| | | | | | No Bid: | |
| Line: 1 Item ID: Required: No Reserve Price: No | Line Qty: 1.0 | O UOM: | Each | | Bid Qty: | 1 |
| Description: Please refer to attachments | - DO NOT Bid on thi | s line | | | | |
| Question | | UOM | Best | Worst | Re | esponse |
| What is the unit price of this item? | | | | | | |
| Required: Yes Mandatory Response | nse: No | | | | | |
| Response Comments | | | | | | |
| | | | | | | |
| | | | | | | |

PeopleSoft Strategic Sourcing
Event ID Format Type Page 32110-0000010868 Event Round RFx Version **Event Name**

Headsets and Headset Accessories Start Time Finish Time

04/02/2019 08:00:00 CDT 04/10/2019 14:00:00 CDT

Event Currency: US **Bids allowed in other currency:** No **US** Dollar

Bidder: **PUBLIC EVENT DETAILS**

General Services - CPO Submit To:

312 ROSA L PARKS AVE

3rd Floor

NASHVILLE TN 37243

United States Richard Kotler Contact:

6152534723. richard.kotler@tn.gov Phone: Email:

| Bidder Information |
|--------------------|
|--------------------|

| | | |
|-----------------|------------|-------|
| | | |
| Firm Name: | | |
| Name: | Signature: | Date: |
| Phone #: | Fax #: | |
| | | |
| Street Address: | | |
| City & State: | Zip Code: | |
| Email: | • | |
| | | |

PeopleSoft Strategic Sourcing

 Event ID
 Format
 Type
 Page

 32110-0000010868
 Sel1
 RFx
 12

 Event Round
 Version
 1

 1
 1
 1

 Event Name
 Headsets and Headset Accessories

 Start Time
 Finish Time

 04/02/2019
 08:00:00 CDT
 04/10/2019
 14:00:00 CDT

Event Currency: US Dollar

Bids allowed in other currency: No

Bidder: PUBLIC EVENT DETAILS

Submit To: General Services - CPO

312 ROSA L PARKS AVE

3rd Floor

NASHVILLE TN 37243

Contact: United States Richard Kotler Phone: 6152534723.

Email: richard.kotler@tn.gov

Appendix A - Line Specifications

Line: 1 Item ID: Line Qty: 1 UOM: Each

Description: Please refer to attachments - DO NOT Bid on this line

Item Specifications

Manufacturer: Mfg Item ID: Item Length: Item Width:

Item Length: 0
Item Width: 0
Item Volume: 0
Item Weight: 0
Item Size:

Of Bid on this line

Item Height: 0 Dimension UOM: Volume UOM: Weight UOM:

Shipping Information

Schedule: 1 Quantity: 1

Due Date: 04/13/2019

Freight Terms: Ship Via: Ship To:

Item Color:

PeopleSoft Strategic Sourcing

| i copicocit otiai | egio cot | 41 O1119 | |
|--------------------|-------------|-------------------------|------|
| Event ID | Format | Туре | Page |
| 32110-0000010868 | Sell | RFx | 13 |
| Event Round | Version | | |
| 1 | 1 | | |
| Event Name | | | |
| Headsets and Heads | et Accessor | ries | |
| Start Time | | Finish Time | |
| 04/02/2019 08:00:0 | 0 CDT | 04/10/2019 14:00:00 CDT | |

Event Currency: US Dollar

Bids allowed in other currency: No

Bidder: PUBLIC EVENT DETAILS

Submit To: General Services - CPO

312 ROSA L PARKS AVE

3rd Floor

NASHVILLE TN 37243

Contact: United States Richard Kotler Phone: 6152534723.

Email: richard.kotler@tn.gov

Appendix B - Terms & Conditions

 The undersigned acknowledges that all submitted information and documentation will become the property of the state of Tennessee. The undersigned also affirms that the information given above is true, accurate, and includes pertinent information necessary to identify and explain the operation of this organization to the best of my knowledge and is in no way misleading.

2. Should any data change in the future, the Supplier agrees to immediately submit the correct information electronically through the State's Supplier Portal.

If the information will be submitted in writing please mail to the following address:

Department of Finance and Administration 312 Rosa L. Parks Ave. 21st Floor Tennessee Tower ATTN: Supplier Maintenance Nashville, TN 37243

3. No person on the grounds of handicap or disability, age, race, color, religion, sex, national origin, creed, or any other classification protected by Federal and/or Tennessee State constitutional and/or statutory law shall be excluded from participation in, or denied benefits of, or be otherwise subjected to discrimination in the performance of the Contract or in the employment practices of the Contractor. The Contractor shall, upon request, show proof of such non-discrimination, and shall post in conspicuous places, available to employees and applicants, notices of non-discrimination.

Last Updated: 08/30/2016